



Diocese of Toronto  
Anglican Church of Canada

# The Parish of St John's Church, East Orangeville

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## Vestry 2022



**Sunday, February 27<sup>th</sup>, 2022**  
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## **The College of Bishops Pastoral Letter to Vestries, 2022**

To the clergy, churchwardens, and parishioners of the Diocese of Toronto,

## **Beloved Siblings in Christ,**

May the grace and peace of our Lord Jesus Christ be with you all.

As you gather today for the annual vestry meeting, we as your bishops wanted to write to you united as a College, to assure you of our prayers, gratitude and love for you in the face of the challenges facing our Church at this time. We want to encourage you and to assure you of our support, as we look back on the past year and anticipate the one that lies before us.

Our life together continues to be shaped by a little virus called COVID-19. Most of us had hoped that we would be back to our pre-pandemic ways by now. Yet we seem to be entering into the third year of this pandemic, and we are in the midst of an incredible fifth wave. We have learned to adapt, shift, change, open, close, move online, Zoom, sing through a mask, and much more. None of us could have imagined that we were capable of doing all of this, for as long as we have, when we closed our church buildings for the first time in March 2020.

To say that we are tired – worn out, fed up – would be an understatement. We wonder: how much longer? Unfortunately, while we may be finished with this pandemic, this pandemic is not quite finished with us.

*“Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.” (Joshua 1:9)*

Just as the Lord commissioned Joshua to take on leadership from Moses and to lead the people forward into the land that had been promised, so God commissions us to be faithful even in the midst of

this anxiety. As with Joshua, God promises to be with us wherever we go. And God's faithfulness to Israel on the cusp of new life in a new land, renews our hope for our own deliverance.

In the crucible of this pandemic, there are signs of God's light and life all around us, and we have been so moved by the ways that strength and courage have been shown by the people of our Diocese this year. The movement to virtual worship, the leaving behind of our buildings for a time, the reliance on community that has been formed and nurtured online – these are all signs of the resilience born of our faith in Jesus Christ. They are reminders that the Lord our God is with us wherever we go – even through this season of deep challenge – and that God has not abandoned us.

God's accompaniment has been made known in other ways too. In the midst of this pandemic, we as a Church have been coming to terms with issues of systemic racism and bias. The rollout of anti-bias and anti-racism training in 2021 – and the participation of almost all our active clergy – is a sign of God's transformative work in us as a Church. We still have much to do to combat racism and bias, but these steps bring us closer to the Church we are called to be. The ABAR workshops will be rolled out at the parish level in the coming year, and we strongly encourage your support and participation. The apology to the LGBTQ+ community in June was a further step in the Gospel work of justice, dignity and inclusion. May Christ continue to be with us as we seek to be transformed in His likeness.

The Gospel of Christ has good news and hard news. The good news is that we have hope in Jesus, who is our unchanging rock and our constant salvation in the midst of the storms and tribulations of this life. The hard news is that we are called to serve others in Christ's name. Service is sacrificial. Service is rewarding. Service is at the heart of our faith. Thank you so very much for your service to the

Church and to the glory of God this past year. We are speaking here to all the baptised: our hardworking churchwardens, treasurers, musicians, administrators, Sunday School teachers, ACWs, outreach workers, altar guilds, sextons, our now-indispensable tech volunteers, and so many more. To our beloved clergy, both priests and deacons: you pour your heart and soul into your God-given vocation, and we see you. We are grateful beyond words for the super-human effort you have tirelessly made to build up the People of God during this pandemic.

At such a time as this, when we are deeply unsettled, when we would prefer the comfortable to the challenging, Christ is calling us to look for the opportunities that are being presented anew: how can we partner with a neighbouring church to do more effective and robust ministry? Do we need to have all the answers before we set out on the journey of missional exploring and engagement? What are we afraid of, and how can the good news of Christ allay our fears and embolden our hearts to venture into the unknown? How can we put “the movement of the Spirit” into words, phrases and invitations to which new disciples can respond?

Without a doubt, we are all tired; yet recently, we your bishops are also hearing something new. You are beginning to dream again. And we know that when the Church dreams...things change.

*“In the last days, God says, I will pour out my Spirit on all people. Your children will prophesy, your young will see visions, your elderly will dream dreams.”*  
(Joel 2:28)

May you have a creative, hopeful and inspiring vestry meeting today, as we enter this new year with the strength and courage of the One who accompanies us on our journey. We are praying for you all.

+ Andrew Toronto

The Rt. Rev. Andrew Asbil  
Bishop of Toronto

+ Riscylla Shaw

The Rt. Rev. Riscylla Shaw  
Suffragan Bishop of Toronto

+ Kevin Robertson

The Rt. Rev. Kevin Robertson  
Suffragan Bishop of Toronto

**Vestry Agenda 2022**  
From Canon 14

1. Incumbent takes the Chair. (Canon 14, Sec. 12)
2. Opening prayer
3. Appointment of Vestry Clerk – if not already appointed, or if absent. (Canon 14, Sec. 12)
4. Approval of Vestry minutes
5. Incumbent's report
6. Presentation and adoption of the Churchwardens' financial report with Auditor's certificate attached
7. Approval of budget
8. Parish Advisory Board report
9. Appointments and elections:
  - a. Churchwardens (& deputies)
  - b. Lay Member of Synod and an alternate
  - c. Envelope Secretary
  - d. Parochial Tribunal
  - e. Advisory Board [2 Members at large: 1 appointed/1 elected]
  - f. Auditor [Sharon Deaves, CGA, CPA]
  - g. Other officers or committees
10. Omnibus Motion to receive the reports of all parochial organizations
11. Social Justice Motion
12. Closing prayer
13. Adjournment

**St John's Church, East Orangeville  
Minutes of the Annual Vestry held  
Sunday, April 11<sup>th</sup>, 2021**

Opened at 10:49a.m.

Priest in charge, Archdeacon Elizabeth Hardy chairs meeting

Opening Prayer

Vestry Clerk appointed: Tracey Long

Approval of Vestry minutes [Feb 2020 & Sept 2020] – moved by Kirk, seconded by Ted Loriman.

Questions/comments? None. Motion carried.

Thank you to Church Wardens for hard work in 2020. Thanks to Zack & Jim as well for all they have done.

Incumbent's report – accepted as printed

Presentation & adoption of Financial Statements – moved by Susan Schuschu that the audited Financial Statements be accepted. Financials are looking good. Slight surplus this year. Do Wardens want to make any comments? No comments. Are there any questions? No questions. Vote to accept statements. Motion carried.

Cemetery accounts – thank you to Audi for taking care of the cemetery so well under very trying circumstances. 15% of income will go into Parish general account. Any questions? Kirk: where does the 15% going to Parish come from? It comes strictly from sales.

Any other questions/comments. None

Moved by Susan Schuschu, seconded by Chris Cox to accept the Financial Statements. Motion carried

Budget – it has been double checked after last year's confusion. Moved by Church Wardens that Budget be accepted. Any questions/comments?

Penny Lewis sees in budget last year there was a little over \$2000 for international outreach.

Was that Guatemala? There is nothing in the budget for this year. Elizabeth replied there is nothing in the budget because there are no fundraising activities we can do for it during the pandemic. Penny asked if it's possible to send an email out to solicit donations. Yes that can be done if accepted. Elizabeth thanked her for asking such an important question.

Susan Schuschu – regarding Guatemala for outreach, it's not something we budget because it's money that comes in and automatically goes out. If we send an email out and any money comes it, it all just goes straight there.

No other questions, moved and seconded by Church Wardens that the budget be accepted.

Motion carried

Parish Advisory Board report – any questions.

Kirk: no report in handout. He verbally explained there were no meetings this year so there is no report.

Appointments & Elections:

Refer to the list in the handout.

Floor open for nominations for Deputy churchwarden & Lay Delegate to Synod

No nominations

Moved by Charles Weller, seconded by Graham French. Motion carried

Congratulations to all

Elizabeth commented that it hasn't been an easy year with the inability to meet properly. Really appreciates everyone's work and nod to Chris & Charles for past service.

Auditor Sharon Deaves, moved to accept Sharon as continuing Auditor by Carol McLean & seconded by Hugh Parker. Motion carried.

Omnibus Motion to receive the reports of all parochial organizations – Elizabeth opened floor open to anyone who has questions/comments about any of the reports in the Vestry book [Cemetery will be dealt with separately]. No questions. Move to accept by Susan Schuschu & seconded by Stuart. Motion carried.

Cemetery report – separate operating entity so Elizabeth thinks it's important to address on it's own. A property we need to be cognizant of because we don't see it frequently. Some repairs have been done as per the report. A decision had to be made to do the repairs even though it's not used regularly and it was decided it should be maintained due to the fact that it's part of our legacy and property. Audi is asked to bring any further work to be done to attention so we don't fall behind on repairs

New Cemetery By-Laws are available on website

Any questions/comments?

Moved by Chris Cox. Seconded by Ted Loriman. Motion carried.

Social Justice Motion – Anti-Racism – Elizabeth read the motion in its unfinished form.

Examples are listed. Motion is on the floor, questions/comments, suggestions on how we may fulfill our part to see this motion carried through with?

Kirk – on behalf of Men's Breakfast, he says they have some very interesting discussions and he thinks once it gets going again, someone involved with this issue locally can be asked to speak. Elizabeth suggested perhaps, for that one day, it can be a Mens/Womens breakfast? All in good humour of course.

Motion is as read with addition of Kirk's suggestion, moved by Kirk, seconded by Mark Hauck. motion carried

Any questions/comments or other business people wish to raise?

Penny Lewis wondered if we all know that she visited the school in Guatemala. She was very concerned that we cannot offer some sort of donation. Since we can't gather, can we send a letter, put in bulletin? When we send money it has to go through another organization in order for us to get a receipt. Wants to send hers directly and by-pass the organization. Could we have a mail in donation? Can we send the money directly? Elizabeth replied we cannot send directly. Must be sent through an authorized agency that is authorized by Revenue Canada. Penny wondered if there is a cost to that? Elizabeth does not know and pointed out we don't get receipts for individuals just for the Church. Penny says in the past, she's sent her money directly to Randall[?]. Elizabeth says there is nothing preventing people from doing that but wants to caution people that we are sending money to someone, if we send it directly, we don't know if

they receive it or if it gets to where it's supposed to go. As an organization, we are not allowed to send big chunks of money. This has been a struggle every year. Elizabeth says that she thinks everyone wants to support the school but with the pandemic it's been not possible. If someone wants to come up with an idea?

Graham – seems to be a problem with sending money. Would it be possible to communicate with them to see if there's any other item [s] they may require? We could purchase and send? We would collect the money, tell them how much we have and ask what they require for that amount. Penny replied that normally the money raised is for the teachers' salaries. What about books? Penny thinks it would cost too much money to send them. Penny will talk to Randall about this idea to see if it's feasible.

Motion to offer to people via email/newsletter to donate money, moved by Penny Lewis, seconded by Mark Hauck. Any discussion?

Kirk – he thinks big issue with money is that we're not getting tax receipts. He supports Penny's motion but wants to suggest we have a certain date deadline for that. Wants to put someone in charge and do it later in the year. Penny wants to know if that can be added to her motion to add an end date. Suggested date is October 31, 2021. Amended motion Moved by Penny Lewis, accepted by Mark Hauck

Motion carried

Charles Weller – appreciates gratitude for what he's done but there are a number of people who have done more. Commended Zack & Greg Findlay for what they do for us.

Audi – thank you & appreciation for Greg for all the work he does to reach all of us, even for people without internet.

Elizabeth raised issue about how we want to meet going forward. The decision is up to individual parishes. Do we want to meet live or do virtual? Wants everyone to be honest & speak up if they are worried. Elizabeth spoke to Greg yesterday. Not certain when/if he will be available to record services again. If people feel more comfortable staying home, you can tune into any service anywhere that is online., we will continue to hold in person services.

Vote to continue live services? Those voting yes stood up. 19 voted to continue live. 3 remained seated. We will continue to worship live.

Elizabeth stressed do not feel bad if you wish not to come in person

Kirk – if anyone is not comfortable reading, just let him know. He has sent a list and if you are on it and don't want to be, just let him know

Charles – will we have to continue to reserve for in person? Elizabeth says we do not need to continue to do that as numbers in person are consistently low.

Thanks to everyone for coming. Motion to adjourn, moved by Carol McLean. Motion carried

Closing prayer

**Incumbent's Report for 2022**  
The Venerable Elizabeth Hardy

Vestry, 2022 – Incumbent's Report

“Hybrid model” is a term that we have heard a lot lately to describe all manner of things: cars, parliament, church, school, models of working during the pandemic – at home, at the office, via Zoom, all of the above. This is not a new model for religious communities. The church has embraced this model from its earliest beginnings. Disciples, apostles and various adherents in ‘The Way’ worked side by side until the Church became stratified into different hierarchies of office – with professional or ordained clergy becoming the norm as the structure began to be defined. History tells us as well that Christianity was not shy about incorporating the customs and traditions of its roots – Greek, Roman and Jewish into its dogmatic and liturgical practices. To suit the local context and support evangelism even St Paul tells us that he is comfortable being different things to different people.

This model, I think, has enabled the church to pivot, when necessary, in its early history to survive persecution, far flung missions, war and plague. It has certainly has enabled us at St John’s to accommodate all the chopping and changing we have experienced this year again, open/closed/open/closed.... For some organizations this has proved too much and they have folded or failed under the weight of so much uncertainty.

But the church is the Body of Christ – accustomed to being tried, tested, wounded but always sustained by redemption and resurrection. As Isaiah says in the first of his Servant Songs, “a bruised reed”, bending but not breaking. That’s not to say that it hasn’t been a difficult year, but despite all obstacles we always have victory in Jesus Christ. And even under difficult circumstances St John’s has actually thrived. Certainly, financially we have had two good years. And even when the church was closed for long periods, we continued to pay our staff their full wages. We managed to raise funds for two important outreach projects, the Solar Suitcase and the school in Guatemala. Our article in the local newspaper has brought us to the attention of the community and I am very pleased to say we will now have a local Girl Guides troop meeting in our hall and shortly we hope to accommodate the Beavers as well. I am very hopeful that as these folks come to our building, we will be exposed to young families who may be looking for a church home. Opportunities for evangelism will always present themselves if we continue to venture into the community in new ways.

I think that going forward the church will have a lot more changes to embrace. Some folks think that the old model of meeting together on Sundays is fading away. I don’t believe that to be true. I think that meeting on the Lord’s Day in person and sharing the sacred meal together is the core and touchstone of our Christian life. But I think the church will thrive if we are willing to discern and explore new ways of being the gathered Body of Christ. We demonstrated this with our recorded services on our website to reach out beyond ourselves. Thank you to Greg for all his production work and to Kirk for ensuring we had readers and intercessors who were willing to come in person when the church was closed to provide us with an important ministry of the word. This doesn’t change our core values of justice, compassion and hospitality for all who reach out to us – it just presents these values in a different ‘hybrid’ way.

Once again, I would ask you to take a moment, as I do now, to thank all of the volunteers without whom the church would cease to function. The Churchwardens (both of whom have full time jobs) with the deputies, carry the entire burden of the physical plant and its legal, canonical and fiduciary requirements. Our admin assistant Denyse Horner is keeping us organized and has modernized our office procedures. She is the ‘first face’ of our church to the community. Thank you to Anita Barnes, Chris Cox, Gill Fancett and all the folks who on a moment’s notice have our church ready to be ‘live’ for worship. And have provided beautiful decoration on special occasions. Thank you to Zach and the choir for persevering through our ‘stages’ of singing or not singing in this ‘hybrid’ worship we are engaged in. Thank you to

Audi Geadah who has worked so hard to keep our cemetery going during these unprecedented times. Whether the church is live or virtual the cemetery remains open and community need continues. Audi not only constantly checks on the physical state of the grounds and the old church she provides administration and compassionate pastoral care to our neighbours.

Perhaps this 'hybrid' concept was best summed up by Stuart Smart who once again used his tremendous eye for detail to log and receipt our givings. He said to me "I'm not really an Envelope Secretary, I'm a Contributions Secretary" – referencing the many ways we now give: in person, on line, through PAG. He is modelling for us the flexibility the Church can and will need to demonstrate as we move forward.

Respectfully submitted. E+

### Parish Register for 2021

Average Sunday Attendance:	24
Services held:	35
Baptisms:	0
Marriages:	0
Funerals:	1 – Margaret Joan French – May She Rest in Peace and Rise with Christ in Glory.

### Churchwardens' Report for 2021

Please find below the Warden's Report 2021, prepared for the Church Vestry meeting. Like the rest of society, we have worked under less-than-ideal circumstances. However, the parish has held strong. Our services, when open are well attended. The finances both for the parish and the cemetery are on solid ground. To better illuminate our year in review, we have listed below some of the highlights!

Church Functions: We are truly blessed that our services remain available to all parishioners, in fact the entire world from our website platform. We thank Elizabeth and Penny for their thoughtful and prayerful leadership in our worship services. This is truly the life blood of our parish, and despite the challenges, we continue to celebrate. We thank Zack for his continued excellence and leadership with our music program, as well as leading the choir. They enrich our church lives in so many ways. Finally, we offer a hearty thanks for the efforts of Greg Finlayson and the audio-visual expertise he brings to the parish. With his efforts, we can bring our services into the homes of people who are unable to attend in person. We also thank the parishioners who agree to meet with Greg to pre-record the readings that we can all enjoy. It's not

too much to say that Greg has done a large part in keeping the parish alive when we have no in-person worship.

Church Finances: In spite of the Covid-19 lockdowns and interruptions, our finances have been very good. We have seen growth in our PAG amounts, in addition to our envelope contributions. While we are down in monies raised from events, we have closed the gap with the financial support we have received from the federal government, through their wage subsidy support. In total, we have realized \$8,248.26 for the wage subsidy. A more detailed review of our finances is under separate cover.

Warden Meetings: The two wardens, the two deputy wardens and Elizabeth meet on a regular basis, usually after church services, or on the odd Wednesdays. We do so to ensure the running of the church continues such as mundane tasks as paying the bills! We have organized outreach events, liaison with the Diocese, ensure church and rectory plant issues are addressed, and the like. We have only had one occasion to re-establish the Advisory Board under Kirk Header's leadership. Your guidance and feedback are critical for our success, and we look forward to a return to more regular meetings.

Cemetery: Audi Geadah is our leader when it comes to the cemetery. Through her efforts, 2021 has seen a growth in the number of families who use our cemetery. Her report is included in the vestry report, but we wish to thank her for her grace and hard work. The effort she provides to families who are experiencing perhaps life's greatest challenges, not only bears witness to her faith but the collective spirit of St. John's.

Administrative Assistant: We are thrilled to bring Denyse Horner on board as our Administrative Assistant. Working with Elizabeth and the Warden team, she has hit the ground running. We appreciate her efforts, and she looks forward to meeting everyone when we can finally safely do so!

Website: We continue to enhance our website to make it a more robust tool for the parish. To that end, we have installed a way for people to make donations to St. John's online. Working with Canada Helps, we have this capacity now, having come online in the fall. We already have received donations, with one monthly giver.

Outreach: Covid-19 has not dulled our collective initiatives to serve those in need, both here and abroad. We continue to raise money for Faithworks, and we have made donations to the Orangeville food drive. On an international front, our parish raised over \$11,600 for the PWRDF "Solar Suitcase" campaign! This parish has been highlighted for this achievement by PWRDF and the broader Anglican community, inspiring other parishes to join the campaign. Our collective efforts allowed PWRDF to raise over \$260,000 for this campaign. Will Postma, PWRDF Executive Director came to St. John's in August to thank the parish for their effort, while sharing the many successes PWRDF has enjoyed over the year. But St. John's didn't stop there. Through our muffin Sunday on October 24, and with subsequent donations from parishioners, St. John's raised close to \$1,000 for the school in Guatemala. These efforts illustrate that the big heart and generosity of our parish family does not stop at the Canadian border.

User Groups: While there has been a pause to our time together celebrating events in the parish hall, we have had several user groups sign on to use the hall. We continue to be the practice home for the Achill Choral group, as well the line dancers. We recently signed an agreement with the girl guides to use the hall one day a week, and one other user agreement may be signed shortly. This will help to bring in revenue. As well, it will invite more people to St. John's church where they will find a welcoming community.

Rectory: The rectory continues to bring in much needed revenue to the parish. We will continue to ensure the rectory receives necessary repairs when required.

Respectfully Submitted,

Mark Hauck & Susan Schuschu, Church Wardens  
Carol McLean & Hugh Parker, Deputy Wardens

### **Parish Advisory Board's Report for 2021**

Once again it was a very busy year for the members of the advisory board. That's right. We had A meeting. This was held on December the 8th. Good thing we took advantage of the opportunity when we did, or we would have been completely shut out for the year.

Unfortunately, the parish computer was in for repairs at the time we met, so a lot of the financial details we normally would look at were unavailable, however we did get preliminary reports for funds donated to the Faithworks appeal and from the muffin Sunday fund raiser for Guatemala. It is wonderful that, although we are unable to have regular Sunday worship throughout the pandemic, we are still able to contribute to the needs of the community and indeed, to the world we live in.

It was reported that regular envelope offerings were down for the year to date, but that PAG offerings were considerably up. We are also starting to see some funds come in through the "donate now" button on the website.

A few building issues were noted, including some damage that had been done to the eave ice melting cables, the missing louver on the bell tower, and the salt usage in the water softener. We also discussed the best times for the Christmas services and agreed to advertise them in the newspaper and on the outdoor sign as soon as possible.

Audi gave a short report on the sale and maintenance of plots in the cemetery over the past year. There were 12 plot sales and 10 interments. There is a section in the north east corner that is currently unused and we will look at opening this area up for sales in the future. There was some concern over the grass cutting this past year and Audi and Mark will be looking at the possibility of changing contractors for next season.

There was some discussion on the weekly knee mail that is sent out. We were going to start sending this on a monthly basis, and in a new form, but circumstances being what they currently are, this has been put on hold.

There was also some interest in the use of the hall by one or even two girl guide troops in the area, but once again the pandemic situation has put this on hold also.

We have lost a couple of our - members at large - over the past two years, and the voice of the congregation is somewhat lacking in our meetings. This is not a terribly taxing position to hold in the parish, especially in the last couple of years. If you feel you would like to have a say in what is going on, you may want to consider putting your name forward and join us.

Respectively submitted by Kirk Hearder

### Envelope Secretary's Report for 2021

Below are 2 tables showing the Envelope and Pre-Authorized Giving donations for the year 2021

Number of Boxes of Envelopes Used	15
Number of Donations Using Envelopes	208
<b>Total amount of Envelope Contributions</b>	<b>34,315.00</b>
Number Using Pre Arranged Giving (PAG)	22
Number of donations using PAG	252
<b>Total Amount of PAR Contributions</b>	<b>57,531.10</b>
Number of Online Contributions	2
<b>Total Mount of Online Contributions</b>	<b>220.00</b>
TOTALS	
Number of Contributions	462
<b>Total Amount of Contributions</b>	<b>92,066.10</b>
<b>Contributions to Church</b>	<b>79,322.30</b>
<b>Contributions to Others</b>	
Contributions to Faithworks	200.00
Contributions to Guatemala Campaign	943.80
Contributions to PWRDF (solar suit cases)	11,600.00
<b>Total yearly contributions to others</b>	<b>12,743.80</b>

**Notes:**

1. Income tax receipts are issued by the Envelope Secretary
2. Only donations made payable to the church will receive income tax receipts from the church. Donations made payable to others will receive income tax receipts from

others.

<b>Ranges of Contributions</b>	<b>Number of Contributors</b>	<b>% of Total Number</b>
0-49	2	4.0
50-99	0	0.0
100-499	13	26.0
500-999	7	14.0
1000-1999	8	16.0
2000-2999	10	20.0
3000-3999	3	6.0
4000-4999	3	6.0
5000+	4	8.0
<b>Totals</b>	<b>50</b>	<b>100.0</b>

Respectfully submitted,  
Stuart E. Smart

### **Elections of Officers**

Canonical Churchwardens	Mark Hauck - continuing Carol McLean – moving up from Deputy
Deputy Churchwardens	Hugh Parker - appointed Kirk Hearder – for election
Envelope Secretary	Stuart Smart – appointed
Lay Delegate to Synod	Carol McLean – continuing
Altar Guild	Chris Cox/Gill Fancett (asst.)

### **Financial Statements for 2021**

The audited financial statements for 2019, as prepared by Sharon Deaves, CGA, CPA, are provided as a separate document.

### **Proposed Budget for 2022**

The proposed budget for 2022 is provided as a separate document.

### **Cemetery Report to Vestry 2021**

“Give rest, O Christ, to your servants with your saints, Where sorrow and pain are no more,  
Neither sighing, but life everlasting.”

St. John’s Cemetery continues to be beautifully maintained all year. We are fully compliant with the legislative regulations and guidelines. We are members of the (BAO) Bereavement Authority of Ontario and the (OACFP) Association of Cemeteries and Funeral Professionals. We regularly receive all notices and new regulatory changes.

There is no change to the By-Laws or the Tariff. We continue to use the prices from 2020. The cemetery is a non-profit asset of the church.

The cemetery remains under the Covid restrictions. We are thankful for the families and friends who abided by the rules during this difficult time in their lives. To our regret, there was no cemetery service in 2021. Praying for all good things to come. The Chapel remains in good standing, it is inspected regularly.

We had twelve purchases (12) and ten (10) interments in 2021.

Thank you to Archdeacon Elizabeth Hardy and the wardens Sue Schuschu and Mark Hauck, for the support. Thank you to Darryl and Debbie Barber for their commitment and service as ground keepers.

We continue to maintain our relationship with Dods and McNair and we are thankful for their ministry. It is a privilege to serve the ministry of the cemetery. We had the honour to lead burial services because of their universal nature, believing that we are all human created by a great God. In the hope of the resurrection with Christ our Lord.

Faithfully Audi Geadah Ogley.

### **Music Director’s Vestry Report 2021**

As we look back and reflect on the year of 2021, I find it hard to believe that Covid is a continuing force that negatively impacts our lives. What is not hard to believe is the way in which our parish has handled and overcome the obstacles thrown our way by the pandemic. For our choir, one of those obstacles has been the reconditioning of our voices due to the number of closures and singing restrictions. During this process, we found ourselves going back and reviewing the foundations of proper breathing, air-control, and diction (the way we say our words). As important as these techniques are, there was one lesson that made the largest impact on all of us, to never take our time together for granted.

With that being said, our time together was again interrupted as we faced another closure at the beginning of the year. During this time, our in-house videographer, Greg Finlayson, continued to record our services and upload them to YouTube. Thanks to Greg, the parish of St. John didn’t miss a beat and continued to reach the community beyond its doors through virtual services. Offering words of hope and songs of faith, our virtual services provided comfort and spiritual support to all affected by the lockdown, and continues to do so for those who are shut-in during our in-person worship. I am confident that I speak for all of us at St. John when I say thank you to Greg for his incredibly important and generous ministry.

Thankfully, we returned to in-person worship in June, however, it was at this time that I was tackling one of the largest obstacles that I have had to face. Breaking my shoulder was just one step away from experiencing my biggest fear, breaking my hand(s). The road to recovery has been long and although my arm is not back to full function, it is well on its way. I greatly appreciate the love, support, and prayers that I received from everyone. It was because of this that I was encouraged to return to work as soon as possible and was able to begin playing in July, just two months after my surgery. I had trouble reaching the keys at that time, but with a little WD-40 and duct tape, anything is possible.

Upon my return, choral singing and congregational singing was restricted, however, we did the best we could with yours truly performing solo during the psalm and communion hymn. It wasn't until late October when I received the best birthday gift that any music director could hope for - a return to choral singing. On October 31st we had our first Sunday as a choir and although we only had a week to prepare, we performed an anthem for All Saints Sunday.

Following this, we spent the next two months diligently working on a set of eight anthems for our special services in November and Christmas. The choir needs to be commended for their diligence and hard work when preparing this number of anthems while also in the process of reconditioning their voices. I was a tad nervous whether or not we bit off more than we could chew, especially after our intermittent vocal retirement, but the choir rose to the challenge and performed their anthems with confidence and musicality. It was a pleasure to see how they naturally included well balanced lines of harmony with their melodies and topped it off with a wide range of dynamics. Without needing to give much instruction, it was evident to me during our practices that despite their vocal break, the choir had not lost their touch and were well on their way to regaining their vocal endurance. With all my fingers and toes crossed, I am hopeful that we can continue to stay open on a regular basis and begin to offer musical workshops and concerts in the near future. In this way, we can once again build our musical reputation and provide an avenue of musical appreciation and inclusion to the community.

To our fantastic choir, thank you for your dedication throughout these uncertain times. To Irene Stephenson, Eleanor Weller, Lilli Lockhart, Olive Coles, Judy Smart, Gill Fancett, Carol McLean, Greg Finlayson, Ian Lockhart, Charles Weller, Jim Hodder, and Graham French, the perseverance and diligence that you each put into our musical worship is something that keeps me coming back each Sunday. Moreover, I believe I speak for everyone when I say that our parish just wouldn't be the same without you and I consider myself very lucky to be your musical director.

To all of you at St. John, thank you again for the kind words of support and encouragement to myself and the choir. Although we only had two short months of singing, they were made that much more special by the number of people who came to tell us that our voices were greatly missed. Your thoughtfulness and generosity make it easy for us to arrive each Sunday and sing a joyful song of praise. As your musical director, I feel very fortunate to be a part of this family, and I look forward to being here for many years to come!

Respectfully Submitted, Director of Music

Zacharia Dekker

## **Lay Delegate's Report on Synod for 2021**

To say the last 2 years have been challenging would be an understatement. It has brought us every kind of obstacles imaginable. As your Synod representative my report this year was done by sitting in front of a computer screen for three days, however, here it is.

Synod's theme this year was "Love thy Neighbor" which is more important than ever. There was a Eucharist to start Synod at St. James Cathedral in Toronto. Bishop Andrew Asbill called us all to show God's love and stewardship. He thanked everyone in the Diocese for their hard work in keeping things going during Covid.

It was mentioned that it is the 25th Anniversary of Faithworks. It was acknowledged that they were meeting on the Territory of the Anishinaabe, Huron-Wendit, Haudenosaunee and Ojibway Chippewa peoples.

Financial Reports for 2020 were approved. There will be an estimated budget deficit of 1.74 million in 2022. No change to the Parish assessment rate of 24.7% and a one-month relief from allotment for all parishes in 2022.

Synod passes a motion that recognized the Diocese's commitment to the work of reconciliation with Indigenous peoples and committed up to the 10% tithe from the Ministry Allocation Fund to further support and engage in that work of reconciliation between now and the end of 2026.

Diocesan Council report contains a list of Council Members and Council's response to the pandemic. Reports on single use plastic's, affordable housing and the Diocesan Environmental plan and investments.

Bishop Asbill announced that the Diocese will move forward with 3 Bishop's. One Diocesan and 2 Suffragan Bishop's. Diocesan Council and Executive Board will be amalgamated into one body called Synod Council. The size of Synod Council will include 25-27 members. Five committee's will be established, Audit, Financial, Property, Human Resources and Risk and Governance Committee.

5 Clergy were elected to serve on Synod Council and 5 Lay Members were elected to serve on Synod Council. 7 Clergy were elected to serve on General Synod which will be held in 2022. 7 Laity were also elected.

Synod ended by Bishop Asbill thanking everyone who worked so hard to put the 160th Synod together. He said we leave this meeting knowing that things are changing underfoot and that we go into the future with confidence. God is with us. We are called to love each other and to love our neighbors as ourselves. Praise God wherever you go and make a difference.

Respectfully submitted, Carol McLean

## **Media Report to Vestry 2022**

I am grateful to those who participated in recording service videos during the periods of shut-down to in-person worship. I undertook this in March 2020 to help us maintain a connection to our church and faith community when we could neither worship together nor enjoy the fellowship of our parish events and activities. Our thanks to those who agreed to be readers and intercessors, to Kirk Hearder who organized this each week, and to Archdeacon Hardy for her role in this process of keeping our members and online 'congregation' in touch with our church. We have also been blessed with the participation of our Honorary Assistant Reverend Penny Lewis, and Bishop Michele Pollesel for again being a guest Gospel reader and preacher. And we were honoured by the visit and participation of our former Area Bishop Peter Fenty this past Christmas Eve. My gratitude as well to our music director Zacharia Dekker for recording psalms from home during his recovery last summer from a serious shoulder injury, and every number of weeks recording psalms with me in the church for upcoming services. Zach and his music contribute enormously to our worship.

When we have been open to in-person worship I have audio- and video-recorded our complete services for those unable to attend or who follow us online. I occasionally receive notification from someone who has visited our YouTube channel or Facebook page from disparate geographical locations. Thanks to warden Mark Hauck for his work getting the *Donate* button established on our website. A reminder of our gratitude for donations received to support our ministry appears at the end of each service video. At the time of this writing as we anticipate reopening on February 6, we have created a series of 48 prerecorded service videos. Each of these requires a full day's work, as does the recording and editing of an in-person service. These, as well as previous and current recordings, continue to be available under the RECORDINGS heading on our website home page ([www.stjohnsorangeville.ca](http://www.stjohnsorangeville.ca)). I invite anyone with questions how to access this material to contact me.

Scrolling down the right-hand side of the RECORDINGS heading past the months and years you will find a number of categories, including selected pieces of music from our services, as well as the *History Project* I undertook with Ron Coles a few years ago, in which he shares his personal recollections of our cemetery, the churches within our parish, and our various ministers. This includes the initial one-hour audio-only interview, "*Ron Coles at St. John's Cemetery*", from which the 11-minute, "*A Brief Pictorial History of St. John's Cemetery*" video was created (focussed on the stories behind gravestones of particular interest), followed by the 70-minute video, "*Second Interview with Ron Coles*". The final video, "*Third Interview with Ron Coles*", (46 minutes) brings us to the present. My heartfelt thanks to Ron for investing his time and recollected history in this project. A two-minute promotional video of our cemetery appears under its homepage heading. It is hoped this will draw attention to our beautiful 8-acre cemetery as plot availability declines and prices rise in the GTA.

In last year's report to Vestry I foresaw the time when the wear-and-tear on my personal equipment would require consideration of financial support for replacements. So far this has fortunately not been necessary. I began these recordings five years ago—initially videos of sermons and audio recordings of our services—and more recently videos of complete services

in addition to the prerecorded services during the pandemic shut-downs. At the present time we have 370 recordings on our YouTube channel.

**RECOMMENDATION:** *The church should decide if it wishes to continue this Outreach. If so, there needs to be budgetary and/or grant application support for St. John's to acquire its own equipment.*

My request that St. John's submit an application to the Diocese for a grant to purchase recording equipment for the church that was available at the beginning of the pandemic was declined. As a result I have continued to use my own. I am concerned I not be left without equipment for my personal use when a breakdown occurs. In closing, I am grateful for the privilege of providing this service for our church, and for the supportive comments I have received.

Respectfully submitted,  
Greg Finlayson

### **Social Justice Motion for 2022: Justice for Workers**

"We, the vestry of [name of parish] urge the provincial government to support Ontario's most vulnerable workers by passing legislation to implement the following measures:

- 1) 10 days of employer-paid sick leave per year for all workers, without requiring workers to submit doctor's notes, with an additional 14 days' sick leave during public health emergencies.
- 2) Require employers to give workers a minimum number of hours per week (based on the job) and to give reasonable advance notice of work schedules.
- 3) Require employers to provide equal pay and benefits to all workers doing the same work, whether they are part-time, temporary, or contract workers, and regardless of immigration status."

The Social Justice & Advocacy Committee of the Diocese, with the support of the College of Bishops, commends the above motion for parishes to consider and present at their upcoming Vestry meeting.

The Bible calls us to justice for those who are most vulnerable, including vulnerable workers in our society. After God's people were brought out of slavery into freedom, they were reminded to treat their hired labourers – including "sojourners in the land" – with fairness and dignity (Deuteronomy 24:14-15). Likewise, Paul's letter to Timothy repeats the adages "You shall not

muzzle an ox while it is treading out the grain” and “The labourer deserves to be paid.” (1 Timothy 5:18)

The COVID-19 pandemic has shown us that many workers in essential workplaces – from health-care and long-term care facilities to manufacturing, warehousing, and logistics, farms, food processing industries and grocery stores – are precariously employed. This means that they are not only low-paid but that their employment is also characterized by uncertain hours and/or a lack of workplace benefits and protections. For instance, workers who make less than \$33,000 per year are also those least likely to have paid sick days. Part-time workers not only are frequently excluded from workplace benefit programs, but face uncertainty about their hours of work from week to week, making it difficult to plan their lives, arrange for childcare, or accept other employment to be able to make enough income to meet their needs.

Precarious work has a harmful effect on the physical, mental, and emotional health of workers, and their families, with repercussions felt in the wider community. During the pandemic, we have seen many workplaces become hubs of COVID-19 transmission. When the employment laws allow employers to hire people at sub-poverty wages and in dangerous working conditions without adequate protection, these workers pay for this with their health and even with their lives.

Low-wage workers who lack employment benefits and face erratic schedules are also overwhelmingly likely to be vulnerable due to gender, racialization, immigration status (such as newcomers and migrant or undocumented workers) and disability. Decent work is thus not just a matter of economic justice, but a matter of gender and racial justice as well.

The 2017 Changing Workplaces Review examined the growth of precarious work in Ontario and recommended measures to level the playing field for vulnerable workers. Many of these measures were

included in Bill 148 brought in by the previous provincial government. However, after a new provincial government was elected in 2018, many of the provisions of Bill 148 were repealed or reduced.

Paid Sick Days allow people to stay home and not pass on illness to co-workers and customers. They also allow parents to stay home with a sick child without jeopardizing their income or job security. A recent study found a 40% reduction in flu transmission when paid sick days were introduced. Had Ontario had paid sick days before the pandemic hit, our rates of workplace-related COVID transmission would have been significantly reduced.

In April 2021, after months of pressure and with COVID case numbers soaring, the provincial government finally brought in a temporary provision for three paid sick days in certain circumstances. This provision not only does not provide enough days; it is only available for certain reasons related to COVID, requires the worker to apply for the benefit, and is set to expire in July 2022. Also, this measure entitles the employer to be reimbursed by the government for providing the benefit. In other words, public funds are being used to subsidize those employers unwilling to provide this benefit while those who already do so have been covering the cost themselves. This is not fair to the good employers.

While 10 sick days might be enough in ordinary times, during public health crises like the COVID pandemic, additional days are needed to allow workers to comply with testing and self-isolation requirements, which can quickly use up a worker's allotted sick days.

**Fair Scheduling:** Uncertainty over the number of hours of work and what one's schedule will be makes it difficult for workers to know how much money they will make, or to arrange childcare, never mind supplementary income-earning opportunities or additional education and training to help them find better jobs. This creates mental stress, jeopardizes the health of workers, and keeps them from being able to give their all to their work. Having to juggle more than one job because hours are uncertain at one workplace is one reason that COVID-19 was so easily spread in long-term care homes during the first wave, due to care workers working in multiple facilities. Allowing workers to know the minimum hours number of hours they can expect from a particular job, and giving them reasonable advance notice of their schedules, would help them plan their childcare and other work or study arrangements, bringing greater stability into their lives.

**Equal Pay for Equal Work:** Allowing discrimination in pay and benefits between full-time workers and those who are part-time, temporary, or contract workers makes employers more likely to create precarious jobs. It can even create situations where workers earn less than minimum wage, because of what is taken off by the temp organization or subcontractor. Bill 148 abolished these distinctions, but that provision was repealed after the current government came to power. It's time to treat these workers equally for doing equal work.

In addition, migrant workers and others who do not have permanent residency status are at risk of deportation if they speak up about dangerous working conditions or unjust treatment. These are some of the most vulnerable workers in Ontario, and they must be able to enforce and exercise their rights as well.

The pandemic has taught us that when workers are protected, all of us are better protected. More importantly to us as Christians, we need to realize that when we advocate for justice and dignity for workers, we are re-aligning ourselves with God's desire for our life together.